Bargaining Update
April 2014

About our Ministry

The Ministry of Jobs, Skills, Training and Labour was formed in December 2013, and is comprised of elements that were previously in the Ministries of Human Services and Enterprise and Advanced Education.

Within the Ministry, the Safe, Fair and Healthy Workplaces Division is responsible for employment standards, occupational health and safety and labour relations, and the Workforce Strategy Division is responsible for labour market and immigration programs. *Bargaining Update* is produced by the Mediation Services branch of the Safe, Fair and Healthy Workplaces Division.

The Ministry supports Alberta's economy by collaborating with training and labour stakeholders, along with other ministries and orders of government to help Alberta's labour force be resilient and workplaces be safe and fair.

The Honourable Thomas Lukaszuk is the Minister of Jobs, Skill, Training and Labour. Mr. Lukaszuk was formerly the Minister of Employment and Immigration, which included responsibility for labour and workplace issues.

In April 2014, Lana Lougheed was appointed as Deputy Minister of Jobs, Skills, Training and Labour. She had formerly been the Chief Strategy Officer with Human Services where she also spent time as the Assistant Deputy Minister of Strategic Corporate Services. Ms. Lougheed has over 30 years' experience with the Government of Alberta.

For further information, contact:
Collective Bargaining Information Services
Alberta Jobs, Skills, Training and Labour, Mediation Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In this Issue:

Alberta Settlements
Major Negotiations
Recent Settlements in Other Jurisdictions
Wage Settlements in Alberta
- Industry Wage Changes, 2013 - 2016
- Sector Wage Changes, 2013 - 2018

In April 2014, Mediation Services received settlement information regarding 35 bargaining relationships encompassing 7,609 employees. There were 21 private sector and 14 public sector settlements, covering 3,363 and 4,246 employees respectively.

Highlights

Government of Alberta
AUPE and the Government of Alberta reached a tentative collective agreement on April 28, 2014. The settlement includes an $1850 lump sum payment in the first year, 2% in the second year, 2.25% in the third, and 2.5% in the fourth year. The ratification vote of the four year agreement affecting approximately 22,000 employees will likely be concluded by mid-June.

City of Calgary
The collective agreement governing 1,240 firefighters represented by IAFF Local 255 expired in December 2010. A compulsory arbitration board issued its award on April 23, 2014, settling the dispute.

ENMAX Corporation – Calgary
ENMAX Corporation and CUPE Local 39, representing 700 employees reached a new collective agreement.

Construction Industry
A review of Alberta's labour legislation for the construction industry, prepared for the Government of Alberta has been posted on the Mediation Services webpage at http://work.alberta.ca/labour/construction-industry-labour-relations.html.

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Arts, Entertainment, & Recreation				
Alberta Bingo Supplies – Casino Calgary CUPE Local 4655	302	60	2018-08-24	1st year $0.80 per hour 2nd year $0.25 per hour 3rd year $0.25 per hour 4th year $0.35 per hour 5th year $0.35 per hour
Construction				
Boilermakers Contractors Association Boilermakers Local 146	2,270	48	2015-04-30	4th year 1.57% Wage reopener
Canadian Oilsands Construction CLAC Local 63	115	31	2016-09-30	1st year 4.9% 2nd year Wage reopener 3rd year Wage reopener
Canem Systems Canem Systems Employees' Association	141	36	2017-05-31	1st year 4.9% 2nd year 0.0% 3rd year 0.0%
Educational Services				
Mount Royal University Mount Royal Faculty Association	900	24	2014-06-30	1st year 3.0% 2nd year 2.0%
Norquest College Norquest College Faculty Association	254	36	2015-06-30	1st year 2.0% 2nd year 3.0% 3rd year 3.0%
Manufacturing				
DLI Maintenance Construction Maintenance & Allied Workers	150	24	2015-04-25	1st year 4.9% 2nd year Wage reopener
Public Administration				
City of Calgary Firefighters Local 255	1,240	36	2013-12-31	1st year 2.5% 2nd year 3.0% 3rd year 5.1%
Regional Municipality of Wood Buffalo CUPE Local 1505	743	48	2017-12-31	1st year 3.0% 2nd year 3.0% 3rd year 3.0% 4th year 3.0%
Transportation & Warehousing				
Fort McKay Logistics Teamsters Local 362	140	16	2014-09-30	1st year 0.0%
MTE Logistix Teamsters Local 362	100	60	2018-12-31	1st year $0.50 per hour 2nd year $0.50 per hour 3rd year $0.50 per hour 4th year $0.50 per hour 5th year $0.50 per hour
Utilities				
ENMAX Corporation CUPE Local 39	700	36	2016-12-31	1st year 3.5% 2nd year 3.5% 3rd year 3.5%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Buffalo Metis Catering	UFCW Local 401	1,190	2013-12-31
Chateau Lacombe Hotel	UNITE HERE Local 47	170	2013-12-31
Sysco Canada	Teamsters Local 987	120	2014-02-27
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Lethbridge School District No. 51	CUPE Local 2843	367	2012-08-31
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services	UNA	27,255	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health	UNA	2,876	2013-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Excel Resources Society	UFCW Local 401	182	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
Manufacturing			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
Saputo Foods - Fluid	Unifor Local 445	264	2014-04-01
Mining & Oil & Gas Extraction			
SunHills Mining, High Vale Mine	Steelworkers Local 1595	560	2013-03-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	IAFF Local 255	1,240	2013-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary - Civic Foremen	CUPE Local 709	430	2014-01-05
City of Calgary, Inside Workers	CUPE Local 38	4,000	2014-01-05
City of Calgary - Outside Workers	CUPE Local 37	3,000	2014-01-05
City of Edmonton	IAFF Local 209	1,112	2010-12-18

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Strathcona County	AUPE	166	2013-12-31
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Community Social Services Employers Association Community Social Services Bargaining Association *BC Industrial Relations Bulletin*, 46(1) Feb.-Mar. 2014.	208	60	2019-03-31	1st year 0.0% 2nd year 1.0% 3rd year 1.5% 4th year 1.5% 5th year 1.0%
Compass Group Canada - Vancouver Island Health Authority Hospital Employees' Union *BC Industrial Relations Bulletin*, 46(1) Feb.-Mar. 2014.	1,050	48	2016-09-30	1st year 0.0% 2nd year 2.4% 3rd year 1.7% 4th year 2.6%
Ontario				
Queen's University [teaching assistants] Public Service Alliance of Canada *Canadian Labour Reporter*, Apr. 7, 2014.	1,200	40	2017-04-30	1st year 0.00% 2nd year 1.75% 3rd year 2.00%
Prince Edward Island				
Prince Edward Island Department of Health Operating Engineers *Canadian Labour Reporter*, Apr. 21, 2014..	1,080	24	2015-03-31	1st year 1.0% + signing bonus 2nd year 1.0%

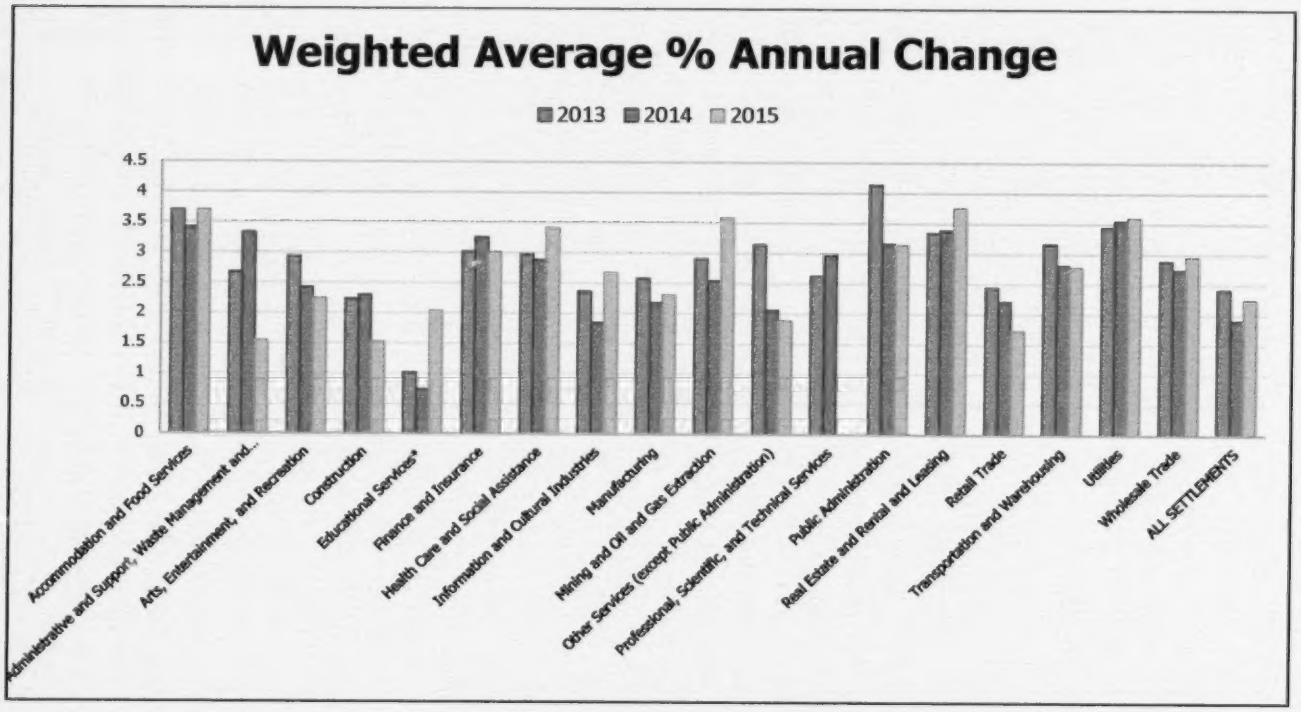
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Canadian Forest Products United Steelworkers *BC Industrial Relations Bulletin*, 46(1) Feb.-Mar. 2014.	2,200	60	2018-06-30	1st year 3.0% + $400 lump 2nd year 2.0% 3rd year 2.5% + $1,000 lump 4th year 2.5% + $1,000 lump 5th year 3.0% + $1,000 lump
Kemess Mines Operating Engineers Local 115 *BC Industrial Relations Bulletin*, 46(1) Feb.-Mar. 2014.	135	36	2016-12-31	1st year 5.0% 2nd year 2.0% 3rd year 0.0%
Ontario				
Olymel UFCW Local 175 *Canadian Labour Reporter*, Apr. 21, 2014.	500	72	2019-05-31	1st year $0.0 2nd year $0.30 3rd year $0.30 4th year $0.30 5th year $0.40 6th year $0.40
Saskatchewan				
Sasktachewan Transportation Company Amalgamated Transit Union *Negotech*, HRSDC.	230	48	2016-12-31	1st year 2.00% 2nd year 1.50% 3rd year 1.75% 4th year 1.75%
SaskEnergy Incorporated Unifor *Negotech*, HRSDC.	880	48	2017-01-31	1st year 2.0% 2nd year 1.8% 3rd year 1.9% 4th year 1.6%

Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly% change taking effect in the indicated year.

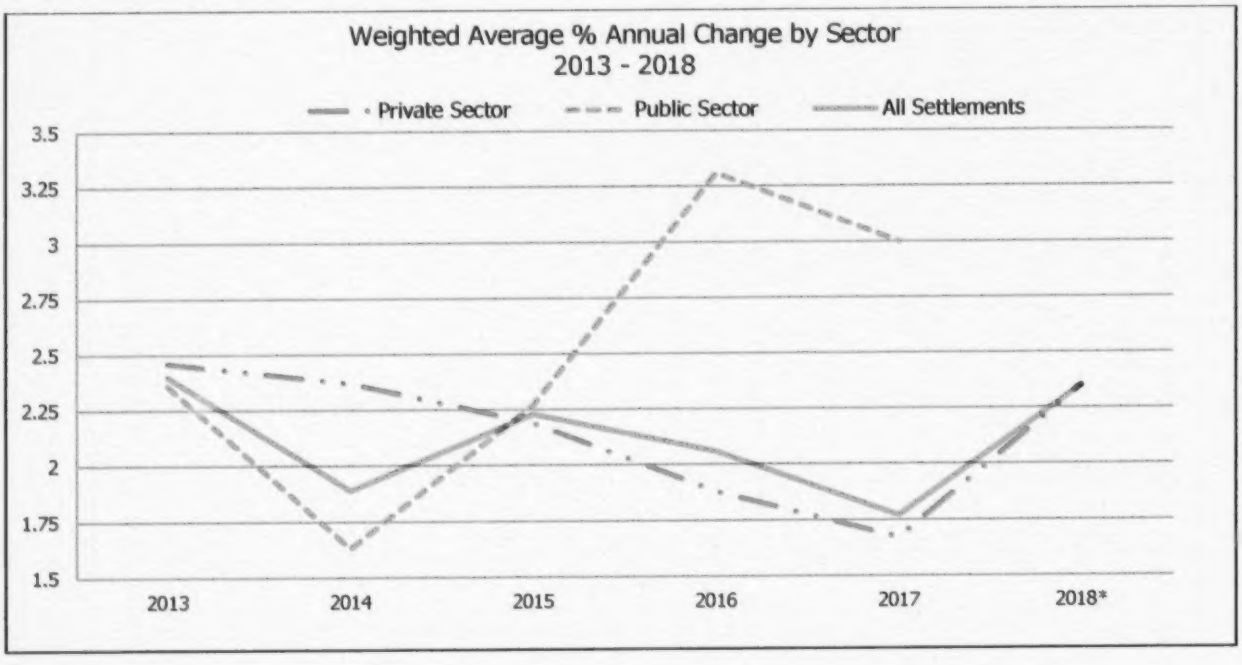
	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	22	2,918	**3.69**	14	1,236	**3.40**	11	581	**3.69**	2	187	**3.16**
Administrative & Support, Waste Management & Remediation Services	8	1,010	**2.67**	6	456	**3.32**	4	76	**1.54**	1	24	**0.00**
Arts, Entertainment, & Recreation	30	3,680	**2.93**	21	2,673	**2.41**	7	1,019	**2.23**	2	318	**2.87**
Construction	117	70,146	**2.22**	43	10,912	**2.29**	11	2,740	**1.52**	3	220	**1.12**
Educational Services	142	71,233	**1.00**	113	61,063	**0.73**	85	35,662	**2.05**	5	1,110	**2.47**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	154	58,143	**2.97**	74	28,730	**2.87**	25	1,585	**3.40**	4	207	**3.79**
Information & Cultural Industries	19	2,069	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	165	19,597	**2.58**	109	14,035	**2.17**	64	9,082	**2.30**	22	4,522	**2.05**
Mining & Oil & Gas Extraction	26	6,142	**2.90**	18	4,786	**2.53**	6	710	**3.57**	2	575	**3.80**
Other Services (except Public Administration)	30	916	**3.13**	15	357	**2.05**	6	131	**1.88**	2	15	**3.00**
Professional, Scientific, & Technical Services	6	1,913	**2.61**	2	1,655	**2.97**						
Public Administration	100	26,335	**4.13**	65	5,690	**3.15**	22	2,360	**3.13**	5	943	**3.09**
Real Estate & Rental & Leasing	3	144	**3.33**	2	125	**3.38**	1	105	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,256	**2.20**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	48	9,147	**3.11**	29	2,836	**2.80**	18	1,818	**2.77**	4	201	**2.43**
Utilities	32	9,178	**3.43**	22	5,186	**3.53**	16	3,095	**3.59**	4	800	**3.52**
Wholesale Trade	27	4,743	**2.87**	20	4,082	**2.73**	17	3,933	**2.94**	7	1,018	**2.10**
All Settlements	**955**	**314,257**	**2.40**	**585**	**157,060**	**1.89**	**305**	**75,182**	**2.23**	**66**	**18,884**	**2.06**



Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

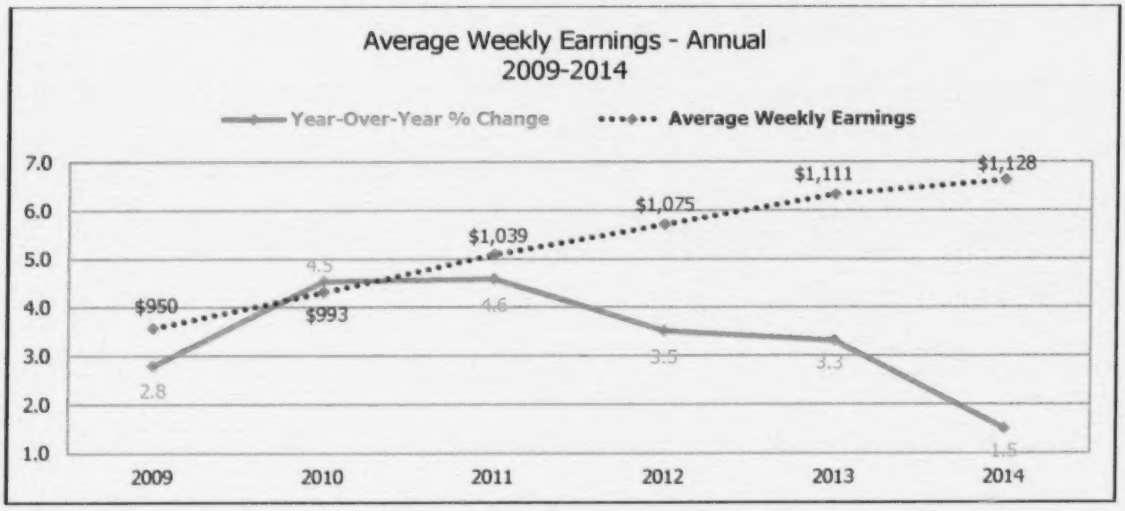
Wage data reflects the average yearly % change taking effect in the indicated year.

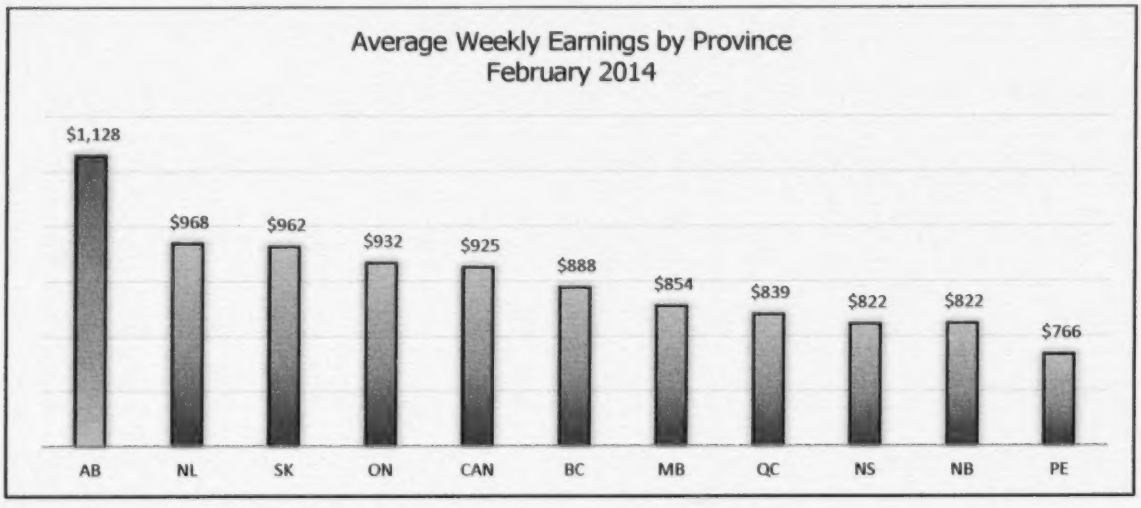
	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	504	134,084	2.46
	Public Sector	451	180,173	2.36
	All Settlements	**955**	**314,257**	**2.4**
2014	Private Sector	298	56,019	2.37
	Public Sector	287	101,041	1.63
	All Settlements	**585**	**157,060**	**1.89**
2015	Private Sector	158	32,855	2.19
	Public Sector	147	42,327	2.27
	All Settlements	**305**	**75,182**	**2.23**
2016	Private Sector	47	15,808	1.88
	Public Sector	19	3,076	3.31
	All Settlements	**66**	**18,884**	**2.06**
2017	Private Sector	15	9,842	1.67
	Public Sector	1	743	3
	All Settlements	**16**	**10,585**	**1.77**
2018*	Private Sector	4	215	2.35
	Public Sector	0		
	All Settlements	**4**	**215**	**2.35**



Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

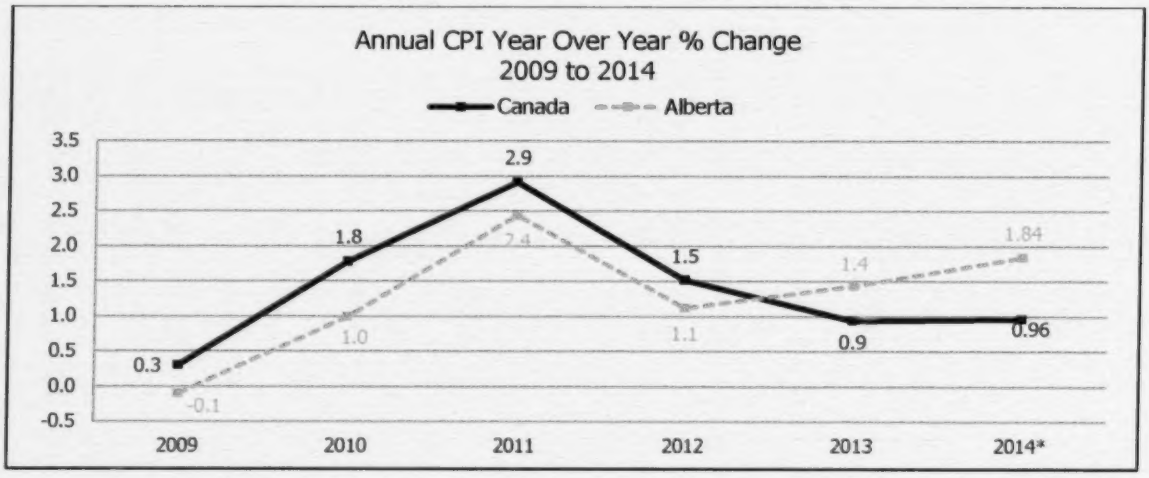
Average Weekly Earnings Alberta (AWEA)*

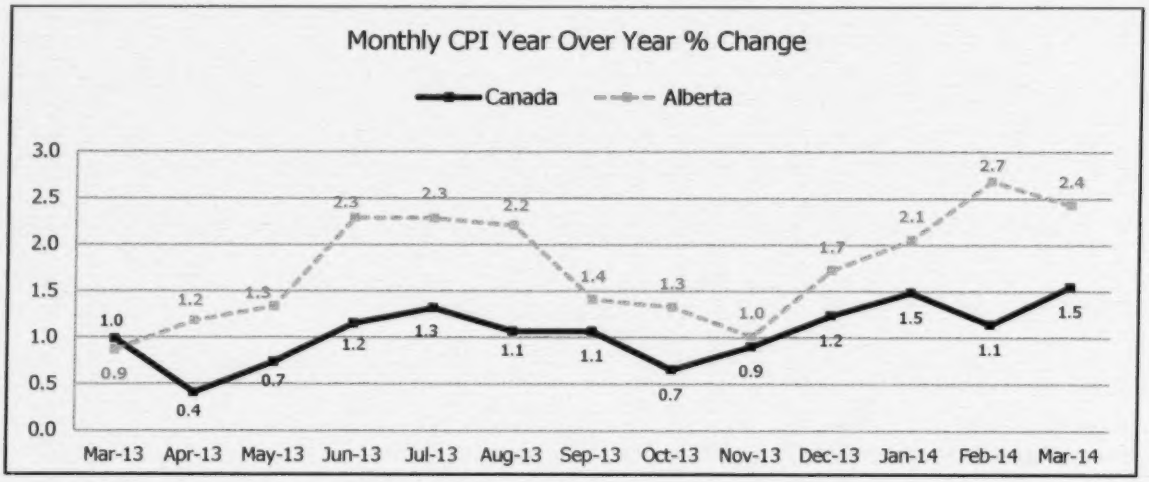


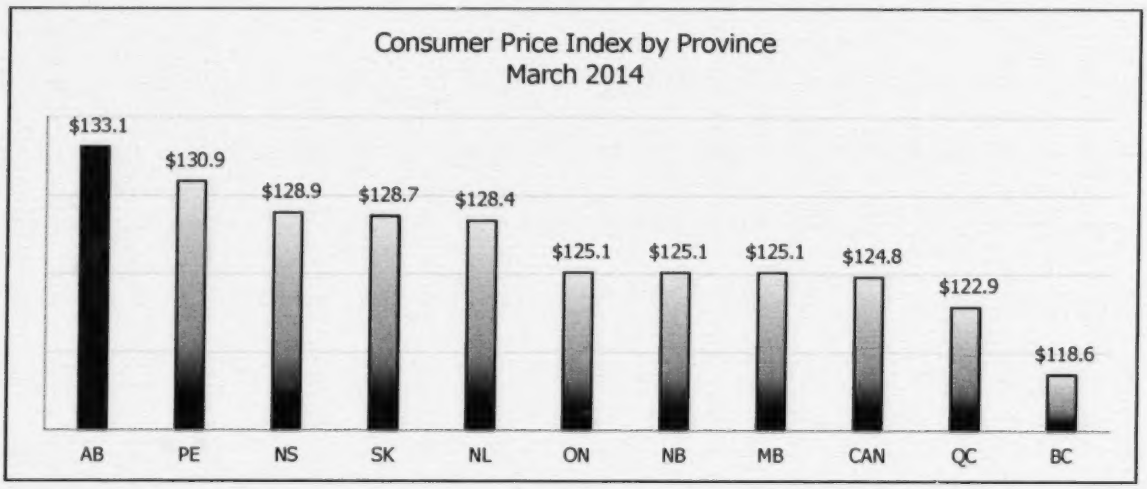


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







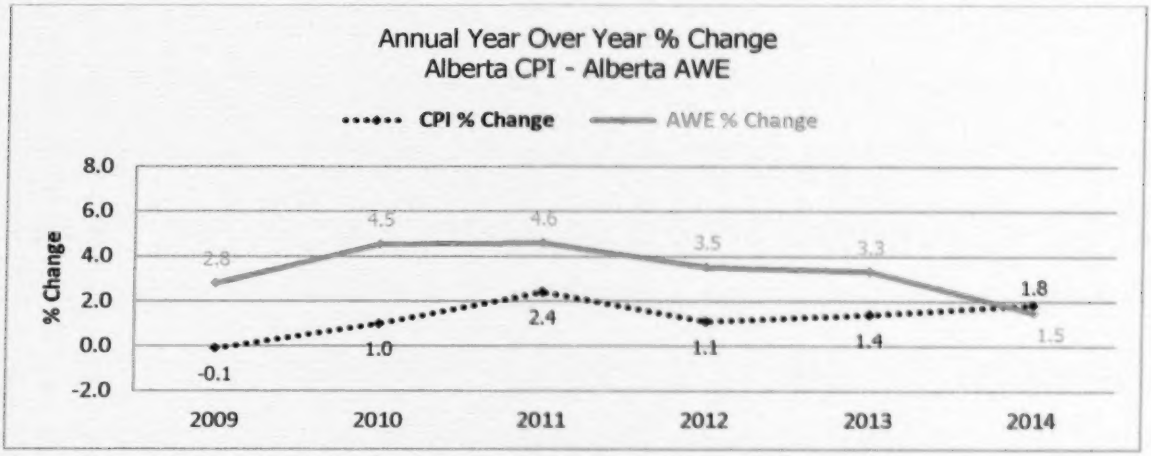
*Year to date – Graph data available upon request.

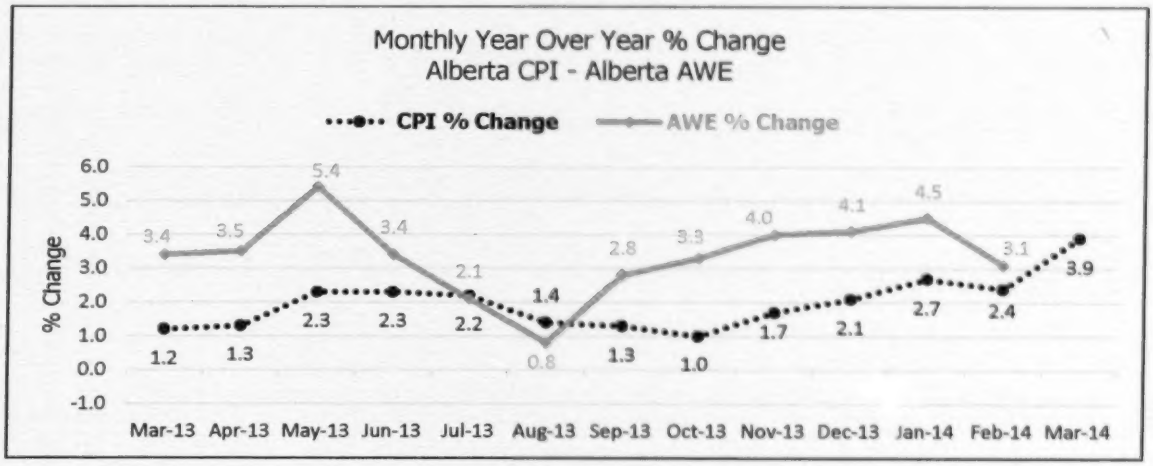
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Mar 13	122.9	1.0	128.1	1.2	128.3	1.0	127.9	1.3
Apr 13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May 13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6

Average Weekly Earnings													
	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14
AWE $	$1,094.47	$1,098.08	$1,099.83	$1,119.34	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,128.31
AWE %	4.05	3.37	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.14	4.53	3.09

*Year to date – Graph data available upon request.

[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Employer Name Listing

ASBA –Alberta School Boards Association
AHS – Alberta Health Services

GPMC – General Presidents' Maintenance Committee for Canada
CLR – Construction Labour Relations

Union Name Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see **Unifor**

CEP[Communications, Energy and Paperworkers Union] see **Unifor**

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

Glass Workers – Aluminum, Brick and Glass Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing

Resource List

Other Alberta labour market resources:

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

Federal Organizations:

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

International:

- United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html